

## AN IMPACT OF TRAINING ON EMPLOYEE PRODUCTIVITY AND DEVELOPMENT

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### ABSTRACT

Training is an important activity for any organization in this competitive world. Organizations investing in training tend to achieve long and short term goals. Training is one of the most important strategy for many organizations which in turn helps to improve employee performance. Execution of training in today's organization plays a vital role in employee development as well as gets tuned to meet corporate expectation and standards. By proper implementation of training program organization can save lots of money in a year. Not only by saving money, but organizations can also increase the productivity of employees. This paper mainly focuses on importance of training on Employee Productivity and Development.

**KEYWORDS:** Training, Organizations, Employee Productivity, Employee Development

### INTRODUCTION

Training is a continuous process which enhances the skills, capabilities and knowledge for doing particular job in an organization. For the organizations activities like training leads to more profitability by inculcating more positive attitudes towards profit generation. For the individuals, training also improves job knowledge and also helps to identify the goals of the organization. Training helps to improve the thinking of the employee which leads to better performance of employee. Training is a main activity for the organization development and individual development. An employee will become productive and efficient if he is trained well in the organization. It was stated that most of the U.S organizations spend more than \$126 billion every year towards training the employees (paradise,2007).

Training is given to 4 categories of employee in organizations 1) For Fresher's and New Employees in form of induction training 2) For present employees to improve their skills and Knowledge for doing particular job. 3) Updating and amendment takes place for employees, which helps them to cope up with the present technology. 4) Career growth and promotion becomes a main concern one (Uma S.N,2013).

### Employee Training

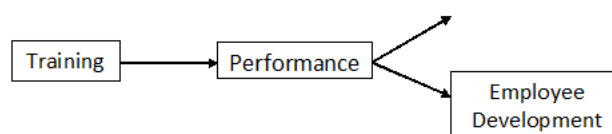
Training is a structured process in the organizations which provide quality learning environment for new and existing employees. Training also has a significant effect on the Performance. Training is a continuous and systematic approach of Learning which develop individual, teams and Organizations (Khawaja et.al 2013). Firms which are able to create a healthy environment for training, where training is supported by the employees can achieve higher committed outcome (Barrett, 2001).

### Employee Performance

Performance indicated the employee work effectiveness in the organization. In an organizations performance is identified at all the levels of organization, individual, process and the interrelationships. Training is an activity that teaches employees how to perform current and future jobs

### Employee Productivity

Productivity means the efficiency with which things can be produced. Productivity of Employees can be calculated as output per unit of input economically. It is considered as a log of total sales over the total employees.(Roshan, et.al 2012).If it involves the ratio between outcome and to a specific part of input, it is referred as "fractional Productivity".



Source: Author's Model

Figure 1

## LITERATURE REVIEW

### Employee Training and Employee Productivity

Training is an important activity in an organization. In fact firms play a key role in training their employees, which can develop and improve the quality of present standards of job. Most of the researchers pointed that investment in employee training leads to effective problem solving, active decision making, good team work and building interpersonal relations results in the firm output.(Rusell, et.al 1985; Bartel, 1994).Training has been very important factor in the employee productivity which in turn leads to the organizational productivity.

Training is the basic and effective instrument in accomplishing the organization's objectives and goals which in turn leads to higher productivity.(sepulveda,2005). Training focuses on the current jobs which development enhances the employee for the future jobs. The most important objective of training is to contribute to the overall goal of employee as well as organization(Sims, 2002). Oribabor (2000) has an opinion that training develops the employees competence such as human, technical, managerial and conceptual for the furtherance growth of individual and organizations. Armstrong(2000) said that training has a direct association with the employee performance , training is a systematic as well as formal change of behavior through learning which result in the employee development. Training is the most important factor which improves the organization productivity. Training is the necessary and important behind the performance of employees, organizations and nation(Lewis 1997).

### Employee Training and Employee Development

Training also has an important effect on employees Performance and Development. Companies can develop and improve the quality of employees by providing regular training programs. Training success depends on the proper implementation of program through regular analysis of training needs, implementation of good training plan and training evaluation.(pinnabe 1997, sole et.al 1999).Training in organizations helps to potential growth as well as development to

achieve the competitive frame( Rama V. et.al 2012).

## CONCLUSIONS

Training is a vital activity in present scenario for many organizations. Training not only enhances the employees productivity but also for organizations. It was correctly mentioned that Human Resources Development is the only solution for achieving Organizational sustainable Growth. In this competitive world market , employee should quickly responds to the organizational needs. Employees should render full support to achieve organization productivity which in return helps to accomplish Organizational Development. Training should be regularly given to the employees in order to retain, Learn faster and adapt to the latest technology. Through training employees can improve the quality of work which is helpful in achieving organizational objectives and goals and leads to the effectiveness of employee and organization. Through training Employee can achieve better career opportunities and enhance his position in the organization, through which organization can improve their efficiency.

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